

-----Original Message-----

From: Channell, Thomas C AMRDEC
Sent: Monday, August 13, 2012 9:32 AM
To: Powers, Sharon AMRDEC
Subject: RE: Next Assignment

Sharon,

You have made me aware that you are supporting several activities with the Union (9.5 hrs this past pay period, and 3.5 hrs weekly for the foreseeable future). You also take a good bit of Leave due to medical reasons, care for your son, and other personal affairs. These are all legitimate, but there is also a mission that has to be performed. Management has no obligation to approve Leave requests (that's why they are called requests), nor to continue approving Union related efforts if they affect your official duties (see CBA Article 10, section 3a). I believe I have made allowances to try and accommodate your situation and still get the work done. Also, the 2 week time allowance provided is more than sufficient to complete the reduced task of reviewing 149 pages of material. However, if you can't meet the mission needs of conducting your official duties, I will be forced to deny your Leave requests and/or restrict Union activities (excluding contract negotiations), and I do not wish to do either. I'll ask again, can you meet the mission needs regarding the reduced task that I have assigned?

I request a simple yes or no, so I can appropriately adjudicate your Leave requests for this week.

Tom

-----Original Message-----

From: Powers, Sharon AMRDEC
Sent: Friday, August 10, 2012 1:27 PM
To: Channell, Thomas C AMRDEC
Subject: RE: Next Assignment

Mr. Channell,

Actually I don't agree, I will just do the best I can.

Thanks,
S-

From: Channell, Thomas C AMRDEC
Sent: Fri 8/10/2012 1:26 PM
To: Powers, Sharon AMRDEC
Subject: RE: Next Assignment

Sharon,
You are welcome. So you are agreeable to the SEP and RMP review completion by noon 22 Aug 2012?

Tom

From: Channell, Thomas C AMRDEC
Sent: Monday, August 13, 2012 1:31 PM
To: Powers, Sharon AMRDEC
Subject: RE: Mr. Channell are you threatening to put me on AWOL? (UNCLASSIFIED)

Sharon,

You have stated you believe the task length is unreasonable, and I have stated I believe it reasonable. In the below, you have stated that you will give this your best effort and meet the suspense. Accordingly, I will approve your leave requests this week. Of the 10 work days provided for this task, you have elected to use three of them for personal leave, and have additionally already taken 10 hours of LWOP. I believe the remaining 5+ days allocated is still adequate to complete the task, given you are a 17 year Government Engineer.

I am making no threats. I am trying to come to agreement with you on balancing your work versus time away from work. You have a job to do, and you are expected to manage your time to accomplish your assigned tasks. When your personal and Union activities interfere with completing the mission, management has a responsibility to intervene. If employees manage their work, then it never needs to come to that. I will be approving all your current leave requests for this week, fully expecting that you can apply the remaining time to accomplish your stated official duties, and in particular meeting the suspense of this assignment.

Tom

-----Original Message-----

From: Powers, Sharon AMRDEC
Sent: Monday, August 13, 2012 9:41 AM
To: Channell, Thomas C AMRDEC; 'tshamsz@aol.com'
Cc: Martin, Patricia T AMRDEC; Merriweather, Abner AMRDEC; 'pepere@otelco.net'; Fuller, Vicki L Ms CTR US USA
Subject: Mr. Channell are you threatening to put me on AWOL? (UNCLASSIFIED)
Importance: High

Classification: UNCLASSIFIED

Caveats: NONE

Mr. Channell

I cannot answer with yes or no to your request. I will do my best to meet your request to review a SEP and an RMP by 22 Aug 12. To me this 22 Aug 12 suspense is unreasonable for a review of a SEP and a RMP. I need more time to perform an adequate review.

My leave request is needed to prepare for trial 15 Aug 12 through 17 Aug 12. I have no choice. Are you threatening me saying you will put me on AWOL to prepare for a custody hearing if I do not agree to your suspense?

Ms. Martin, may I speak to you on how I am being treated since Tom Channell reassigned me directly underneath him?

Thanks

S-

Sharon S Powers
Assistant VP AMRDEC
AFGE Local 1858

21 Aug 2012

RDMR-SEO

MEMORANDUM FOR Ms. Sharon S. Powers

SUBJECT: Letter of Warning

1. This Letter of Warning is being provided as an effort to correct your continued failure to perform and/or disregard of instructions in the performance of your assigned duties. On 18 July 2012, you were provided a Counseling memo regarding this same issue when you failed to conduct a work assignment in support of IFPC-2. This problem has again surfaced with your wasteful use of work time when directed to complete Continuous Learning Points (CLPs).
2. The focus of concern is the waste of Government time. The timeline and discussion points below summarize the history of events while your sole work duty was to complete CLPs.
 - a. 3 July 2012 (1432 hrs) - Channell email to Powers indicating the 31 hour deficiency in meeting required Continuous Learning Points (CLPs). Also, that since the IFPC2 project timelines were complete, you had no directed work assignment other than working on CLPs.
 - b. 10 July 2012 – Powers phone message stating loss of internet causing inability to work
 - c. 13 July 2012 (0834 hrs) - Powers email indicating loss of internet connectivity at RSIC since 2 July, and the inability to do training without internet access
 - d. 15 July (1030 hrs) - Channell email indicating there are a variety of ways to obtain CLP credit without the use of a computer
 - e. 16 July 2012 (0500 hrs) – Powers email request on how to obtain CLP credit without the use of a computer at RSIC
 - f. 16 July 2012 (1759 hrs) – Channell email providing guidance that short losses in connectivity need not constrain the employees ability to attain CLP credit. Further that the RSIC where you sit, has a wealth of information that is ripe for independent study
 - g. 17 July (0843 hrs) - Powers email of appreciation on the alternate means of crediting CLPs
 - h. 17 July 2012 (1530 hrs) – Channell email providing additional clarifying guidance to provide flexibility in meeting the CLP requirement (for example, self-directed study), and that leadership positions as developmental in nature, are allowed

- i. 23 July 2012 – Channell email clarifying the number of days afforded to you to solely work on completing CLPs. A new work assignment was made on 23 July 2012 (1147 hrs)
- j. 24 July 2012 – Powers submitted weekly report indicating half completion of CLE 066 (Systems Engineering for Systems of Systems Section 888) and reading progress on a Nikola Tesla book that would warrant CLPs. Reading 100 pages of a book (estimated at 2 minutes per page assuming 250 words per minute of an average adult) would generate no more than 3 hours CLP credit for this reading activity.
- k. 26 July 2012 (0938 hrs) – Powers email stating all IDP data had been entered. Further, that you would enter the CLPs such that they could be credited to meeting your 80 CLP requirement
- l. 26 July 2012 (1057 hrs) – Channell email reply that all items have been approved, and a request for Powers to submit them for credit CLP approval
- m. 30 July 2012 - Powers requested CLP credit for completion of CLE 066 - Systems Engineering for Systems of Systems, completed during 20-25 July 2012 (4 hours credit)
- n. 30 July 2012 - Powers requested CLP credit for Requirements Working Group Lead and SEIWG RWG Member for period 5 July 2011- 12 May 2012 (25 hours credit together)
- o. 13 Aug 2012 - Powers requested CLP credit for participation Judging the AMRDEC SEAP Program 1 Aug 2012 (4 hrs credit). Credit approved and 80 hour requirement achieved.
- p. You stated loss of computer connectivity (internet) on your RSIC computer on 2 July, therefore was unable to conduct work until it was repaired. The Help ticket manager for RSIC (Ms. Jennifer Davenport) sits in the office adjacent to you. However, you did not submit a help ticket until 12 July to resolve the internet connectivity problems. Connectivity was restored on 13 July at 1330 hrs.
- q. From 3 July 2012 – 23 July 2012, you were directed to solely work on completing CLPs as your only assigned duty. Your usage of the available 13 days to work indicates that almost half that time was spent either performing Union duties, developing your EEO case, in LWOP status, or some combination thereof. Still, of the 56.25 hours of duty time remaining, only 4 hours of actual CLP's were completed.

| Date | Duty Hours | Other Hrs | Description |
|--------------|------------|-----------|---|
| 5 July 2012 | 0 | 8 | Needed privacy for EEO work - LWOP |
| 6 July 2012 | 0 | 8 | Sick child - LWOP |
| 9 July 2012 | 0 | 8 | Working on EEO case – LWOP |
| 10 July 2012 | 5 | 3 | No rationale provided for LWOP |
| 11 July 2012 | 6 | 2 | LWOP |
| 12 July 2012 | 4.25 | 3.75 | 1.75 LWOP for telework, and 2hrs to work Union activity |

CLP Points are 1/2 the training time proposed by DAV etc

| | | | |
|--------------|--------------|--------------|---------------------------------------|
| 13 July 2012 | 6 | 2 | LWOP to work on EEO and Union efforts |
| 16 July 2012 | 3 | 5 | Worked Union efforts for 5 hrs |
| 17 July 2012 | 8 | | |
| 18 July 2012 | 4.5 | 3.5 | Worked 3.5 hrs on Union activities |
| 19 July 2012 | 6 | 2 | Worked 2 hrs on Union activities |
| 20 July 2012 | 8 | | |
| 23 July 2012 | 5.5 | 2.5 | 2.5 hrs LWOP to care for child |
| | | | |
| Total | 56.25 | 47.75 | |

3. CLP credit was eventually submitted and approved, achieving the 80 hour requirement. The credit approved was primarily for activities prior to 3 July 2012, and after 24 July 2012. While all the above discussion is about achieving CLPs, the issue is not about CLP completion, nor any amount of management attention and reminding it took to assist you in achieving the 80 hour requirement. The issue is solely regarding the misuse of Government time. Of the remaining 56.25 work hours between 5 July and 23 July, only 4 CLPs were completed, and some amount of reading identified that would equate to 3 hours of CLPs. Together this equals 7 hours of time spent toward meeting your assigned task over a two week period. The remaining 49.25 hours remains totally unaccounted for as idle time. The fact that this amount of Regular work was charged, with only limited tangible CLP benefit credit completed, is considered at the very least, wasteful in terms of government stewardship.

4. Regarding LWOP, I am also advising you that management has no obligation to approve LWOP unless it is for disabled veterans, reservists or National Guard members involved in military training, or for those who invoke coverage under the Family and Medical Leave Act. As a reminder, you are to follow leave procedures I have provided to the Systems Engineering Management team. Failure to do so could result in the issuance of a letter of instructions specifically for your leave usage. Unapproved absences will be charge to AWOL and could result in disciplinary action ranging from a written reprimand to removal from Federal service. To date, LWOP has been approved for you to accommodate personal leave, but is no precedence for future approval given the lack of or delay in performance of your assigned duties. All LWOP requests should include a rationale statement in the remarks field.

5. Regarding time for EEO activity, please be advised that AR 690-600 section 8-7e provides guidance on the provision of reasonable use of official time for preparation of EEO complaints. It defines reasonable time in "terms of hours rather than days, weeks or months". The reasonableness of duty time use for EEO case work will be determined by me. Request of duty time for Union or EEO case work must be requested in advance and is subject to my approval based on the reason and mission requirements.

6. Regarding your submission of time in ATAAPS, you have a poor track record of submitting and concurring on your time card in a timely manner. Time card submissions have required much reminding, often are submitted late in the process, have errors, and many times rely on others to perform this task for you. Be advised, that it is your responsibility to submit Leave

Just started entering time into ATAAP database in July 12

slips in a timely manner (ahead of time if known, or as soon as you return to work otherwise), and also to concur on your timecard every other Friday before leaving the duty site so they can be Certified no later than Monday morning. For occasions where you are on Leave Friday, it should be concurred on prior to your Leave. If on some holiday weekends this timeline is accelerated, all employees will be notified in advance, and you will be expected to adhere to the modified timelines along with all other employees.

7. Be also advised that the guidance provided in my 8 Mar 2012 Memorandum for Record regarding unprofessional behavior still applies.

8. Failure to perform in your assigned duties, failure to follow instructions, delay in carrying out instructions, or lack of compliance with the above items could result in a formal disciplinary action, with penalties ranging from written reprimand to removal.

9. The point of contact for this action is the undersigned and can be reached at 256-842-8505. If you have any questions regarding this memo, then please schedule an appointment to discuss.



THOMAS C. CHANNELL
Associate Director, Systems Engineering Management
Engineering Directorate
Aviation and Missile Research Development and
Engineering Center

8 Mar 2012

MEMORANDUM FOR RECORD for Ms. Sharon Powers

Nothing is perreg / accused of behavior I didn't do!

1. It has come to my attention that you have acted in an unprofessional manner. I have observed this behavior over the past month. The purpose of this memorandum is to explain how your behavior was unprofessional and to further stress upon you what is acceptable behavior.

2. Fact.

My attempts to have an employee-management level discussion have been continually thwarted. In addition, your methods of communication introduce much inefficiency into the communication process.

3. There are several issues that need to be addressed.

- a. First, is your neglect to use the chain of command regarding internal official business issues to this organization. In your position you are well aware of the chain of command and are expected to use it. This avenue should be the first approach to address an issue or concern, rather than elevating official business issues to Union management, where there is no Union related issue IAW the CBA, Article 8, section 3 Employee Rights. Copying many people on simple e-mail strings (to include your personal lawyer), is not appropriate behavior and is not permissible when it involves official business. Please communicate with me directly regarding official business. If you have concerns with our communications that you believe require others attention, then deal with those people off-line.

- b. Second, is your misuse of authority. You exchanged correspondence with your customer, Mr Tuten, essentially notifying him that you will be resigning from work supporting PM ASE, to which he agreed to your departure. (Reference your 22 Feb 2012 1147 hrs e-mail Subject: Whereabouts) Let me make it perfectly clear that determining reassignment is not your prerogative. That is a management function, and you cannot make that decision, nor should any communication of this type be made with your customer while working in the Systems Engineering Management office. If you want to seek employment elsewhere out of SEM, out of ED, or out of AMRDEC, that is entirely your choice. You do not have the authority to self-direct your work assignments.

- c. Third, you need to be more considerate when using email. As an example, on 24 Feb 2012, you sent four different email chains all regarding the same message topic of me asking for the SEP you had worked on (0900 hrs, 0910 hrs, 1051 hrs, 1225 hrs). Each had a slightly different tact, and they were all sent over a 4 hour period. For issues like this, you should collect your thoughts into a single e-mail, to allow a more serial communication flow back and forth with whom you intend to communicate. Sending four separate parallel email chains makes communication confusing and may be

He accused me & I copied my lawyer & Union Reps

I asked → to leave due to hostile environment

after AMRDEC

AFGE

Local 1838

Union Contract Negotiation

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viewed as intimidating in that it takes much more energy to separately compile all reply issues into an understandable communication thread. You are expected to refrain from this type behavior.

He accused
me of
having an
altercation →

- d. Fourth, is use of your Union status in non-union issues. Then most recent example is an e-mail exchange simply trying to establish a meeting with you. The e-mail you replied to (you sent at 6 Mar 2012, 0848 hrs) clearly stated that the topics were Employee-Management issues (official business). Regardless, you used your title in your reply correspondence. Article 10, Section 1a of the Collective bargaining Agreement (CBA) states that you are authorized to be recognized, and I hereby do that. Using your Union Title is appropriate only in circumstances when you are working in an official Union status (providing representation for another employee, etc). Therefore, you are to refrain from using your union title when not representing the union and not conducting union business.

Other
people
are involved →
in my
personal
affairs

- e. Fifth, and most important, your insistence in involving and informing your co-workers and management of your personal affairs. These should be separate. There is much important work to be conducted in support of our Soldiers, and forcing discussions of your personal affairs takes away time that you and others are expected to be using more appropriately. Your inability to separate your personal and professional life has impacted team morale within PM ASE and within AMRDEC. Additionally, it has caused a disruption in the mission as much attention and emphasis has been placed on management addressing your personal issues. Specifically, your allegations of perceived activity by Mr. Nikonchuk and others being out to get you absent validation of such activity, as well as discussions regarding your current custody case. You have stated to me your desire to keep these two aspects of your life separate, and I support that request. You need to do your part. I caution you to immediately refrain from bringing your personal affairs into the workplace, to include use of Govt IT systems for the same reasons. Such disruptive activity is not permitted.

I told
Mr Charnell
my second
line supervisor
I was being
harassed

- f. Sixth, is over publicizing your complaint activities. There are multiple accounts of you using the words "harassment", "fear", and exclamations of an impending EEO complaint. You are certainly entitled to make these complaints, and I will not restrict those efforts. Please use the formal processes and methods and include associated justification and artifacts to support your concerns. Providing a sound basis of your claim, and using the formal process to address these kinds of issues will allow management the ability to address your concerns. Blanketing e-mails to many people of your intended grievance/EEO activities may be construed as threatening. The most recent example of this is your email dated 6 Mar 2012, 0938 hrs. Publicizing impending complaints and grievances, outside of the established formal processes, is unprofessional so refrain from doing so.

4. This letter is issued to encourage you to conduct yourself in an appropriate manner. Failure to comply with the provisions of this letter may result in a disciplinary action being taken against

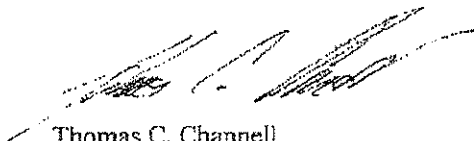
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you. The penalty for such an action could range from a written reprimand to removal from the Federal Service.

5. I am committed to doing all that I can to assist you in working through any concerns you have. If you are experiencing problems that may have an impact/contribute to your working relationship, I encourage you to seek assistance through the free service provided through the Employee Assistance Program (EAP). The goal of EAP is to assist employees in identifying any problems that may prevent them from being successful in their career and it has the potential to enhance the employees well-being. The program can address a variety of issues such as, workplace conflict, stress, anxiety, depression, family, grief, alcohol and drug addition, etc. Expert support is provided by Certified Employee Assistance Professionals. While it is not a requirement that you seek EAP assistance it is highly recommended. Should you decide to utilize these services, your decision to do so does not jeopardize your employment. In fact, the EAP counselor may not release the contents of your meeting without your written consent. Further, should you require the assistance of an outside professional EAP can refer you and services may be covered under your private Health Insurance Plan. If you determine this program could benefit you feel free to contact a representative directly by calling Mr. Richard Lewis at (256) 842-9897. If you chose to take advantage of this program, you may do so on official time if you are otherwise in a duty status, subject to appropriated supervisory notification and approval. If you prefer, you may also seek assistance of the EAP during non-duty hours.

6. Please acknowledge receipt of this memorandum by signing the record copy provided. Failure to sign will not void the content of this memorandum.

I filed an
EEO Complaint
due to Mr. Channell's
False allegations
& remarks



Thomas C. Channell
Associate Director, Systems Engineering Management
Engineering Directorate
Aviation and Missile Research Development and
Engineering Center

Received by NAME _____ DATE _____

Note: Ms. Powers refused to sign. The
original was left in her possession
1500-1600 hrs, 8 Mar 2012.

